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PROFESSIONAL AFFILIATIONS: • National Academy of Arbitrators (Member of the Board of Governors) • American Arbitration Association (Member) • Florida Bar Association (retired).

EDUCATION:

- B.A., American Civilization, Brown University, 1966
- J.D., George Washington University Law School, 1969

ARBITRATION & LABOR RELATIONS EXPERIENCE:

- 1978 – Present: Private practice as an arbitrator, mediator, fact finder, and hearing officer in the resolution of labor-management disputes in the public and private sectors.
- 1978 – Present: Special Master, Florida Public Employees Commission
- 1992 – 1996 Certified Circuit Court Mediator, State of Florida

INDUSTRIES: • Aerospace • Advertising • Agriculture • Aluminum • Automotive • Bakery • Beverage • Building Products • Brewery • Cement • Chemicals • Communications • Construction • Distillery • Education • Electronic Equipment / Appliances • Electronics • Entertainment / Arts • Food (Manufacturing / Processing / Service) • Glass / Pottery • Health Care • Hotels/ Motels / Casinos / Resorts • Hospitals / Nursing Home • Iron • Lumber • Machinery • Maritime • Mining • Office Workers / Clerical • Packaging • Petroleum / Petrochemicals • Police and Fire • Printing and Publishing • Prison Guard • Pulp and Paper • Refrigeration / HVAC • Rubber / Tire • Steel • Transportation • Trucking and Storage • Utilities

ISSUES: • Absenteeism • Arbitrability • Bargaining Unit Work • Conduct (Off-Duty / Personal) • Demotion • Discipline (Non-Discharge) • Discipline (Discharge) • Discrimination (Disability, Race, Sex) • Drug / Alcohol Offenses • Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation) • Grievance Mediation • Health / Hospitalization • Job Performance • Job Posting / Bidding • Jurisdictional Dispute • Layoffs / Bumping / Recall • Management Rights • Official Time • Past Practices • Pension and Welfare Plans • Promotion • Safety / Health Conditions • Seniority • Sexual Harassment • Strikes / Work Stoppages / Slowdowns • Subcontracting / Contracting Out • Tenure / Reappointment • Union Security • Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Vacation Pay) • Work Hours / Schedules / Assignments • Working Conditions / Work Orders • Violence or Threats

PERMANENT PANELS: • USPS-NALC Regional Panels (Southeast/Southwest, Eastern, Capitol Metro) • USPS-APWU Regional Panels (Miami, Florida; South Florida; Central Florida; Southeast Tri-State) • Palm Beach County - Firefighters • Boran / Nutone – UAW • Social Security Administration – AFGE • Federal Aviation Administration – Professional Airways systems Specialists • State of Florida, State Arbitration Panel • Florida State Universities.

ARBITRATION ROSTERS: • American Arbitration Association • Florida Public Employment Relations Commission Special Magistrate • Dade County, Florida and various unions • FMCS

SIGNIFICANT PUBLICATIONS: • Editor in Chief, Dispute Resolution in the Workplace (BNA-NAA, volumes 1-58), furnished as a public service at www.naarb.org/proceedings/index.asp ; contributor, American Arbitration Association Handbook on Labor Arbitration.